



U.S. Fish & Wildlife Service

# Incident Response Implementation Guide

*(to the Department of the Interior  
Incident Position Qualifications  
Guide)*



All photos USFWS

# **Incident Response Implementation Guide for U.S. Fish and Wildlife Service**

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## **I. Purpose**

The Service's Incident Response Implementation Guide (IRIG) is designed to give clear direction to Service employees on the process required to qualify for and participate in the All Hazard response activities based on the framework established by the Department of the Interior.

## **II. Background**

In 2012 the Department of the Interior issued two emergency response guides. The Incident Implementation Guide (<http://www.doi.gov/emergency/upload/DOI-Incident-Management-Implementation-Guide.pdf>) and the Incident Positions Qualifications Guide (IPQG) (<http://www.doi.gov/emergency/ipqg.cfm>). The DOI Implementation Guide provides basic emergency management definitions and concepts.

The Incident Implementation Guide is a general program guide to provide consistency within the Bureaus as they develop their response organizations. The Service has been a leader in both wildfire and non-fire emergencies. Many of the processes adopted by the Department came from the Service. The IPQG establishes minimum standards for incident personnel using national "all-hazards" standards. The IRIG is meant to compliment the IPQG in order to: 1) define physical fitness standards specific to the Service; 2) set those levels of fitness standards to positions that require agency determination; 3) identify "Required Experience" standards for incident positions in the category of "Bureau/Office established"; and 4) articulate the qualifications review process. The IPQG is a living document that lists positions for incident responders including those that traditionally have been classified as a Technical Specialist.

## **III. Applicability**

The standards articulated in the IRIG are to be met by Service personnel involved primarily in managing and responding to non-wildfire type incidents. The IRIG provides a basis for individuals seeking recognition for training and experience that they have acquired in the past that is known as historical recognition. The Guide also provides the process to collect and certify current and historical data.

As per the direction in Annex E of the IPQG, personnel can seek recognition of prior experience and training for qualification for non-National Wildfire Coordinating Group (NWCG) qualifications. Personnel seeking Historical Recognition should submit evidence of training and experience using the Individual Responder Evaluation Application (Attach) based on guidance in the IPQG to the appropriate level of QRC.

#### **IV. IQCS System**

Responder data is stored in the Individual Qualification Certification System (IQCS). IQCS is the primary system for qualifications and certification record keeping for Departmental and Service incident responders. IQCS is designed to provide managers at local, regional, and national levels with detailed qualification, experience, and training information needed to certify employees in future incident positions.

IQCS is a tool to assist managers in certification decisions. IQCS does not replace a manager's responsibility to validate that employees meet all requirements for position performance based on standards provided in departmental and agency guides.

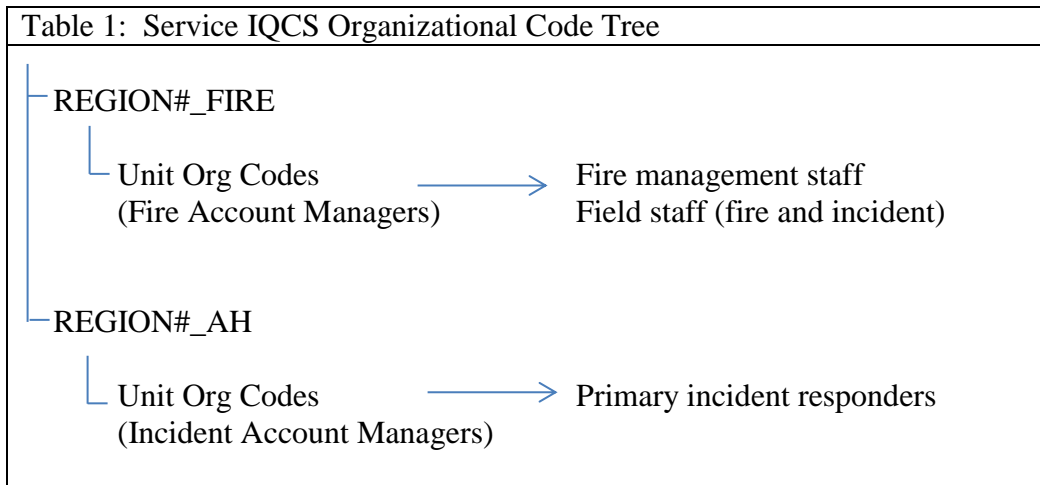
#### **IQCS Access and Training**

Only authorized users (Account Managers, AM) will have access to IQCS. All AM will attend mandatory IQCS user training prior to accessing the system. IQCS training is face to face and information is available through the National Wildland Fire Training website or can be scheduled by contacting your regional IQCS incident AM or IQCS regional representative. New AM who need access to the system will complete required forms listed at the IQCS web portal (see "Request Account" link at <http://iqcs.nwcg.gov/>) and forward completed documents to their respective IQCS regional representative.

#### **IQCS Roles and Responsibilities**

The Service has designated employees at the national, regional, and local levels as AM for IQCS. It is the responsibility of designated AM, supervisors, and certifying officials to ensure responder experience, training, and qualification records are accurate and updated in a timely manner. Timely updates (by the responder) into the system, reflect true response capacity, prevent delays in mobilization, and ensure responders are prepared and qualified to respond to incidents when needed. See [www.fws.gov/emergency](http://www.fws.gov/emergency) for the Individual Responder Update

IQCS regional fire, regional incident, and unit AM are responsible for input and maintenance of employee data in the system. AM will ensure new employees are added into IQCS using appropriate organizational codes to reflect the intent of the IQCS security tree. In general, a primary incident responder whose IQCS needs are not handled at a refuge or field station by fire management staff should be added to IQCS using incident organizational codes and managed by their regional incident account manager. In general, AM access to the system will be partitioned based on the security tree diagram below in Table 1. Regions may customize their approach to meet the local needs.



### Incident Qualification Card

The project leader, refuge manager, unit program manager, or their designee, is responsible for the annual certification of qualifications for all personnel working on incidents. This responsibility includes monitoring medical status, fitness, training, performance, and ensuring the responder meets all position performance requirements per agency and departmental policy. Of course the responsibilities listed above will be verified by a medical doctor.

Certification is issued annually in the form of an Incident Qualification Card which certifies that the individual is qualified to perform duties associated with a specific qualification(s). The Incident Qualification Card must be reviewed for accuracy and signed by the Certifying Official or their delegated official. A certifying official is typically the responders' first line supervisor, a refuge manager, or the program unit supervisor.

### Incident Qualification Card Expiration Dates

Incident qualification cards for responders are valid for 12 months. Qualifications requiring a fitness test, are valid from the date of successful completion of the test. Qualifications that do not require a fitness test are valid from the date the card is signed by a certifying official.

## **V. Physical Fitness Standards**

Personnel must meet established physical fitness standards as established for the positions they desire to fill on incident assignments. Fitness standards listed in this IRIG mirror the standards already set in the *IPQG*. The Work Capacity Test, <http://www.nwcg.gov/var/glossary/work-capacity-test> is the standard to be used to evaluate fitness levels.

The following four categories of physical fitness are established:

### ***Arduous***

Arduous – Duties involve fieldwork requiring physical performance calling for above-average endurance and superior conditioning. These duties may include an occasional demand for extraordinarily strenuous activities in emergencies under adverse environmental conditions and over extended periods of time. Requirements include running, walking, climbing, jumping, twisting, bending, and lifting more than 50 pounds; the pace of work typically is set by the emergency situation.

### ***Moderate***

Moderate – Duties involve fieldwork requiring complete control of all physical faculties and may include considerable walking over irregular ground, standing for long periods of time, lifting 25 to 50 pounds, climbing, bending, stooping, squatting, twisting, and reaching. Occasional demands may be required for moderately strenuous activities in emergencies over long periods of time. Individuals usually set their own work pace.

### ***Light***

Light – Duties mainly involve office-type work with occasional field activity characterized by light physical exertion requiring basic good health. Activities may include climbing stairs, standing, operating a vehicle, and long hours of work, as well as some bending, stooping, or light lifting. Individuals can usually govern the extent and pace of their physical activity.

### ***None Required***

None required – Positions that do not require a physical fitness level.

The *IPQG* allows the physical fitness level for certain qualifications to be determined by the sponsoring agency. For these qualifications the following physical fitness standards will apply:

<b>Position Name</b>	<b>Page in DOI Guide</b>	<b>Physical Fitness</b>
Avian Biologist	C-81	Light
Avian Aviation Biologist	B-82	Light

## **VI. Agency Specific Experience Requirements**

Some incident positions require an individual to have specific experience as defined in the *IPQG* Annex C. If successful performance of incident positions are not required to be documented in a

particular manner then criteria established in the IRIG will be used to document a responder's successful completion. Required experience includes qualification in any prerequisite position and cannot be challenged.

## **VII. Qualification Review Process**

Both the Department and the Service have established a qualifications documentation review process for incident positions. This process is designed to evaluate the employee's documented experience against established standards. In order to provide consistent recommendations for certification, Qualification Review Committees (QRCs) three distinct levels of QRC have been established with the qualifications review responsibilities shown in Table 2.

Table 2: QRC Levels and Positions Reviewed		
Level	Membership	Positions Reviewed
Department of the Interior QRC (Lead QRC)	Emergency Management Council (EMC) All Hazards Incident Management Subcommittee	Type 1, Type 2 command and general staff and Area Command positions <sup>1</sup>
Service National QRC	Emergency Management Coordinating Group (EMCG), subject matter expert (SME) as needed	Type 3 command and general staff positions <sup>1</sup>
Service Regional QRC	Regional Emergency Coordinator, SME as needed	Non-command and general staff positions listed in the IPQG, Annex B sections 1, 2, and 3.

<sup>1</sup> – ICS General Staff consists of all four section chiefs including Operations, Planning, Logistics, and Finance. ICS Command and staff includes the Incident Commander, Public Information officer, Safety Officer and Liaison officer.

These QRCs, in accordance with their different levels of authority, review a trainee's completed qualification package and recommend what action a certifying authority should take. A QRC should have among its members a qualified functional or program designee at the equivalent, or higher position level than is being reviewed

## **VIII. Technical Specialist Certification**

Individuals seeking to be qualified in a DOI Incident Technical Specialists position (see IPQG Annex B, section 4), can have credentials for those positions verified locally by their certifying official. In general, technical specialists are personnel with specialized skills gained through education, training, or normal duties associated with their non-incident position.

Incident positions with a required experience category of “Bureau/Office established” must meet at least one of the requirements described below:

- 1) An individual’s normal, non-incident related position duties provide sufficient experience to perform the duties of a position listed in the *IPQG*. Relevant experience must be directly related to the work of the incident position. Example: A Service Biologist will likely have experience from the daily demands of their non-incident position to meet the experience requirements to effectively perform as an incident Biologist (BIOL).
- 2) Service training and experience requirements will be met for positions that already have established standards. Example: Pre-existing Service standards for airboat training and experience are sufficient to meet the Required Experience and Training components of the incident Airboat Operator (AIRB) position and operators must meet all current Service policy requirements prior to incident assignment in that function.
- 3) An individual maintains the same or higher level/type of certification(s) or credential(s) as required by the incident position. Documentation of current certifications or credentials appropriate for the incident position must be provided.

If a responder seeks qualification in a technical specialist position where knowledge of position requirements is not available locally, a certifying official will request assistance from the regional incident IQCS AM. That AM will seek appropriate subject matter expert (SME) assistance to review credentials, and provide a recommendation to the certifying official.



## **Appendix: Service-Specific Incident Position Qualifications**

### **Animal Control/ Veterinary**

<b>WILDLIFE BRANCH DIRECTOR (WLBD)</b> <i>(Position Category DOI All-Hazards Incident Positions)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: Intermediate Incident Command System (ICS) for Expanding Incidents, ICS-300 (E/L300) EMI: Advanced Incident Command System (ICS), Command and General Staff-Complex Incidents, ICS-400 (E/L400) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> ) EMI: National Response Framework (NRF), An Introduction ( <a href="#">IS-800.b</a> ) EMI: Multi-Agency Coordination System (MACS) ( <a href="#">IS-701.a</a> ) 40-hour HAZWOPER with current 8-hour refresher Combination Helicopter/Airplane Safety (B3) DOI Aviation Management Training for Supervisors (M3)
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as a WLBD  OR  Refer to Section VI.
<b><i>Physical fitness</i></b>	<a href="#">None</a>
<b><i>Other position assignments that will maintain currency</i></b>	Division/Group Supervisor (DIVS) Incident Commander Type 3 (ICT3)

## All-Hazards General

<b>AIRBOAT OPERATOR (AIRB)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> ) Motorboat Operator Certification Course (MOCC) (SAF4102) or equivalent Motorboat Operator Certification Course (MOCC) refresher (RT MOCC) (Quinquennial)
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as an AIRB  OR  Refer to Section VI.
<b><i>Physical fitness</i></b>	<a href="#">Light</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>BOAT OPERATOR LESS THAN 25 FEET LENGTH (BTOP)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> ) Motorboat Operator Certification Course (MOCC) (SAF4102) or equivalent Motorboat Operator Certification Course (MOCC) refresher (RT MOCC) (Quinquennial)
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as a BTOP  OR  Refer to Section VI.
<b><i>Physical fitness</i></b>	<a href="#">Moderate</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>BOAT OPERATOR OVER 25 FEET LENGTH (BT25)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> ) Motorboat Operator Certification Course (MOCC) (SAF4102) or equivalent Motorboat Operator Certification Course (MOCC) refresher (RT MOCC) (Quinquennial)
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as a BT25  OR  Refer to Section VI.
<b><i>Physical fitness</i></b>	<a href="#">Light</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

## Public Health, Occupational Health, and Mental Health

<b>SAFETY OFFICER OCCUPATIONAL HEALTH (SOFO)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> ) Collateral Duty Course for Federal Employees (OSHA 6000)
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any certification or training in Occupational Health and Safety
<b><i>Required experience</i></b>	Successful position performance as a SOFO  OR  Refer to Section VI.
<b><i>Physical fitness</i></b>	<a href="#">Light</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

## Public Works and Engineering

<b>CONSTRUCTION AND CONTRACTOR INSPECTOR (INSP)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b>Required training</b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b>Additional training that supports development of knowledge and skills</b>	Any position or discipline related training
<b>Required experience</b>	Successful position performance as an INSP  OR  Refer to Section VI.
<b>Physical fitness</b>	<a href="#">Moderate</a>
<b>Other position assignments that will maintain currency</b>	None

<b>DEBRIS QUALITY ASSURANCE INSPECTOR (UDQA)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b>Required training</b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b>Additional training that supports development of knowledge and skills</b>	None
<b>Required experience</b>	Successful position performance as an UDQA  OR  Refer to Section VI.
<b>Physical fitness</b>	<a href="#">Moderate</a>
<b>Other position assignments that will maintain currency</b>	None

<b>EXPEDITIONARY UNIT WATER PURIFIER OPERATOR (EUWP)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>
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<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	None
<b><i>Required experience</i></b>	Successful position performance as an EUWP  OR  Refer to Section VI.
<b><i>Physical fitness</i></b>	<a href="#">Moderate</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>TECHNICAL ASSISTANCE; ENGINEERING SUPPORT (TAES)</b> <b><i>(Position Category DOI All-Hazards Incident Technical Specialists)</i></b>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	USCOLD publication —Guidelines for Inspection of Dams following Earthquakes <sup>1</sup>
<b><i>Required experience</i></b>	Successful position performance as an TAES  OR  Refer to Section VI.
<b><i>Physical fitness</i></b>	<a href="#">Moderate</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>TEMPORARY ROOFING QUALITY ASSURANCE INSPECTOR (TRQA)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	None
<b><i>Required experience</i></b>	Successful position performance as an TRQA  OR  Refer to Section VI.
<b><i>Physical fitness</i></b>	<a href="#">Moderate</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>INFRASTRUCTURE ASSESSMENT; DAM SAFETY INSPECTOR (IADS)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	USCOLD publication —Guidelines for Inspection of Dams following Earthquakes
<b><i>Required experience</i></b>	Successful position performance as an IADS  OR  Refer to Section VI.
<b><i>Physical fitness</i></b>	<a href="#">Moderate</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

## Natural and Cultural Resource Specialists

<b>ARBORIST (ARBO)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as an ARBO  OR  Refer to Section VI.
<b><i>Physical Fitness</i></b>	<a href="#">Arduous</a>
<b><i>Other position assignments that will maintain currency</i></b>	None



<b>ARCHITECTURAL CONSERVATOR (ARCO)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as an ARCO  OR  Refer to Section VI.
<b><i>Physical Fitness</i></b>	<a href="#">None</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>ARCHITECTURAL HISTORIAN (ARHS)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as an ARHS  OR  Refer to Section VI.
<b><i>Physical Fitness</i></b>	<a href="#">None</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>ARCHIVIST (ARCV)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as an ARCV  OR  Refer to Section VI.
<b><i>Physical Fitness</i></b>	<a href="#">None</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>AVIAN BIOLOGIST (ABIO)</b> <b><i>(Position Category DOI All-Hazards Incident Technical Specialists)</i></b>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> ) HAZWOPER (24 or 40-hour) with current 8-hour refresher
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as an ABIO  OR  Refer to Section VI.
<b><i>Physical fitness</i></b>	Light (proposed)
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>AVIAN AVIATION BIOLOGIST (AABI)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> ) HAZWOPER (24 or 40-hour) with current 8-hour refresher Combination helicopter/airplane safety (B3) IAT: Water Ditching and Survival (A-312)
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as an AABI  OR  Refer to Section VI.
<b><i>Physical fitness</i></b>	Light (proposed)
<b><i>Other position assignments that will maintain currency</i></b>	(aviation related positions)

<b>BIOLOGICAL SCIENCE TECHNICIAN (BIOT)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> ) HAZWOPER (24 or 40-hour) with current 8-hour refresher
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as a BIOT  OR  Refer to Section VI.
<b><i>Physical fitness</i></b>	<a href="#">Light</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>BIOLOGIST (BIOL)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> ) HAZWOPER (24 or 40-hour) with current 8-hour refresher
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as a BIOL  OR  Refer to Section VI.
<b><i>Physical fitness</i></b>	<a href="#">Light</a>
<b><i>Other position assignments that will maintain currency</i></b>	Any higher position for which this position is a prerequisite

<b>CHEMIST (CHMI)</b> <b>(Position Category DOI All-Hazards Incident Technical Specialists)</b>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as a CHMI  OR  Refer to Section VI.
<b><i>Physical Fitness</i></b>	<a href="#">None</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>CONSERVATOR (COSV)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as a COSV  OR  Refer to Section VI.
<b><i>Physical Fitness</i></b>	<a href="#">None</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>CURATOR (CURA)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as a CURA  OR  Refer to Section VI.
<b><i>Physical Fitness</i></b>	<a href="#">None</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>EPIDEMIOLOGIST (EPID)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as an EPID  OR  Refer to Section VI.
<b><i>Physical fitness</i></b>	<a href="#">None</a>
<b><i>Other position assignments that will maintain currency</i></b>	None



<b>EXHIBIT SPECIALIST (EXSP)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as an EXSP  OR  Refer to Section VI.
<b><i>Physical Fitness</i></b>	<a href="#">None</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>FLUVIAL STREAM MORPHOLOGIST (FSMO)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as a FSMO  OR  Refer to Section VI.
<b><i>Physical Fitness</i></b>	<a href="#">None</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>GRANT MANAGER (GRMG)</b> ( <i>Position Category DOI All-Hazards Incident Technical Specialists</i> )	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as a GRMG  OR  Refer to Section VI.
<b><i>Physical Fitness</i></b>	<a href="#">None</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>HEAVY EQUIPMENT OPERATOR (HEQO)</b> (previously identified as HEQT) ( <i>Position Category DOI All-Hazards Incident Technical Specialists</i> )	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> ) Heavy Equipment Operators Course
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as a HEQO  OR  Refer to Section VI.
<b><i>Physical fitness</i></b>	<a href="#">Moderate</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>HISTORIAN (HIST)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as a HIST  OR  Refer to Section VI.
<b><i>Physical Fitness</i></b>	<a href="#">None</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>HISTORICAL LANDSCAPE ARCHITECT (HLAR)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as a HLAR  OR  Refer to Section VI.
<b><i>Physical Fitness</i></b>	<a href="#">None</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>LANDSCAPE ARCHITECT (LAAR)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as a LAAR  OR  Refer to Section VI.
<b><i>Physical Fitness</i></b>	<a href="#">None</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>LIBRARIAN (LIBR)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as a LIBR  OR  Refer to Section VI.
<b><i>Physical Fitness</i></b>	<a href="#">None</a>
<b><i>Other position assignments that will maintain currency</i></b>	None

<b>TOXICOLOGIST (TOCL)</b> <i>(Position Category DOI All-Hazards Incident Technical Specialists)</i>	
<b><i>Required training</i></b>	EMI: Introduction to the Incident Command System (ICS), ICS-100 ( <a href="#">IS-100.b</a> ) EMI: Incident Command System (ICS) for Single Resources and Initial Action Incidents, ICS-200 ( <a href="#">IS-200.b</a> ) EMI: National Incident Management System (NIMS), An Introduction ( <a href="#">IS-700.a</a> )
<b><i>Additional training that supports development of knowledge and skills</i></b>	Any position or discipline related training
<b><i>Required experience</i></b>	Successful position performance as a TOCL  OR  Refer to Section VI.
<b><i>Physical Fitness</i></b>	<a href="#">None</a>
<b><i>Other position assignments that will maintain currency</i></b>	None